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A change in the system of governance at U of T could mean changes for the faculty association.

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New deal soon on supercomputer

by George Cook

Governing Council will receive a revised business plan for the Centre for Large Scale Computation (CLSC), home of the Cray supercomputer, along with a new agreement with the province for additional funding for the facility. The revised plan will include revenue projections based on the experience of the first 18 months of operations.

While news of additional funds for the CLSC appeared in *The Varsity* Nov. 12 and *The Globe and Mail* the following day, the Ministry of Colleges & Universities has yet to announce the details of the agreement. An official announcement is unlikely before the arrangement has been approved by Governing Council, which meets next on Dec. 3.

The administration, through David Nowlan, vice-president (research), has

declined comment on the terms of the agreement. The newspaper accounts said the government would provide \$8 million in new money for the supercomputer — \$5 million to help make up income short-fall and \$3 million to upgrade the equipment. In return, the University is said to have agreed to take full responsibility for the facility's future losses or profits, to change the name to the Ontario Centre for Large Scale Computation and to include two government appointees on the board of directors.

The administration concluded last July that the original financing plan for the operation was not attainable, and approached the provincial government for an increase in operating and capital support.

The original financing plan accurately projected the costs of the operation but overestimated the revenue income that could be generated from the sale of time to commercial users. According to the original plan, the facility's operating deficit would have been about \$1 million after the first full year of operation. However, the shortfall in commercial income increased that amount by about \$400,000.

"In particular, the existing deficit and its projection through to the end of this fiscal year were such that, in the absence of a significant change in circumstances, the risk tolerance of the University could be exceeded," according to a recent report from Nowlan.

The original business plan contained an analysis of the risk. It said the critical point for assessing the financial viability of the supercomputer facility would come in 1987-1988, when the trade-in value of the computer would be exceeded by the size of the debt incurred at the time of purchase.

Nowlan said there have been six to eight commercial users in the first year of operation. "But it's important to remember that although we are selling commercial time, this wasn't meant to be a commercial venture."

The CLSC board recently cut the rates for individual academic users by about 50 percent in response to a study by the supercomputer users' committee

History of the supercomputer

April 1985 — Ontario government calls for bids from universities for a \$10 million supercomputer grant

Nov. 1985 — U of T selected

March 1986 — Governing Council approves proposal, which calls for a break-even position in five years

April 1987 — Review begun after operating deficit of \$1.4 million is recorded, compared with deficit of \$1.04 million originally projected

July 1987 — Review concludes that original financing plan may not be attainable

Aug. 1987 — University asks for more government support

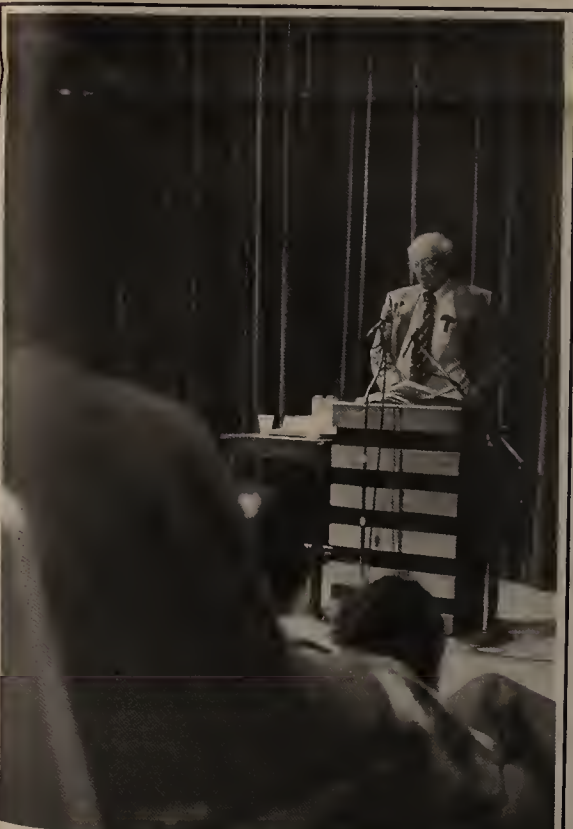
Dec. 1987 — Governing Council to be asked to approve agreement with provincial government

that showed that rates charged academic researchers for machine time were prohibitive.

Sell time

Income from commercial sales of time fell below the original projections because the market for supercomputers in Canada has yet to be fully developed, said Terry Boyle, CLSC marketing manager. In addition, he feels that some

See PARTNERSHIPS: Page 2



SRO poetry reading

A¹ Purdy, U of T's writer in residence this year, was master of ceremonies at a poetry reading Nov. 12 sponsored by the Bookroom and McClelland & Stewart. There was standing room only at the

George Ignatieff Theatre for the event, which included former writer in residence Irving Layton, Professor Emeritus Douglas Le Pan, Professor Rosemary Sullivan and Kate Van Dusen of U of T.

Funding increase matches inflation

The Ontario government will increase base operating grants funding for universities by 4.5 percent in 1988-89. Tuition fees will be allowed to rise by the same percentage, which is the amount by which the consumer price index is expected to rise in the middle of next year.

Dan Lang, assistant vice-president (planning) and University registrar, said the increase was about what U of T had been expecting. Under the new funding formula, U of T will get the same increase as the rest of the system: all enrolment sensitivity will be reflected in the allocation of the accessibility fund. Besides an increase of \$63.9 million in base funding, the universities will receive about \$27 million for enrolment growth, \$2.7 million more for French language and bilingual programs and \$3.9 million in increased funding for the faculty renewal program.

"They're putting more money into the system," said Lang, "and they deserve full marks for that." He was pleased that all the programs that are being continued are folded into the base increase. He also suspects that the entire increase of 6.7 percent, not just the 4.5 percent increase in base funding, will be part of the base for the future. "That shows a more favourable way of treating univer-

sities than there's been in the past."

However, Lang was somewhat disappointed that the increase will permit universities to do nothing more than maintain the *status quo*. "It does nothing at all to correct the previous effects of underfunding. The best we can say is it begins to halt a downward trend, but it doesn't change its direction." He also pointed out that the university price index is by no means the same as the consumer price index.

There will be budget cuts for 1988-89, said Lang, but the shortfall will be less than the \$9.1 million projection made last year and the cuts will be less than those made for this year.

Will Sayers, director of communications of the Council of Ontario Universities, said his organization is disappointed and feels short-changed. COU recently told provincial treasurer Robert Nixon that Ontario universities needed 10.1 percent to help the economy compete internationally and a minimum of 5.4 percent to maintain existing levels of service.

The Ontario Council on University Affairs, an advisory body to the minister of colleges and universities, had recommended an increase of 10.5 percent in basic grants for 1988-89.

Partnerships with industry sought

Continued from Page 1

data processing firms are selling time on US machines at an unrealistically low cost, undercutting the centre.

In an effort to develop the market for future commercial sales, the centre has established an industrial partnership program that allows industry to place

researchers in the facility for a period of time, Boyle said. A company need not be a commercial user to participate in the plan.

The program is a research, business and marketing venture designed to encourage links between university and industrial researchers, generate revenue for the facility and develop a market for commercial sales of computing time.

Participating companies will be charged a fee based on rates for computer time and consulting, office space and clerical services. The amount charged to each client will depend on how much time is required in each category.

"One corporation may need a lot of consulting time, and will be expected to pay for that, while another may come with the science well in hand and need to experiment. One may decide it needs 500 hours a year, another only 300. The rates are the same, but the fees will be different."

As a marketing strategy, the partnership program is designed to educate potential users of the machine. It is also a way of maximizing a University resource by creating links between researchers and users.

Research tool

Professor Philipp Kronberg, chair of the supercomputer users' committee, said that as a research tool the machine has already exceeded expectations. So far, it has been used by biochemists, economists, physicists, geophysicists, astronomers and others.

One of the most intriguing aspects of the machine is the links a large-scale research centre encourages between

apparently unrelated disciplines, Kronberg said. The same programs used by radio astronomers to decipher data from deep space are being used by medical researchers to reveal the structure of molecules. Exchange is making new discoveries possible in astronomy, seismology and medicine.

Kronberg noted that the University's original 1985 proposal for a supercomputer called for between \$15 million and \$20 million and a two-stage process of acquiring hardware. The government, cautious at first, would only agree to provide \$10 million, but the additional grant, when it is confirmed, will conform closely to the original proposal.

"Talk of a bail-out isn't quite true. We put in a funding request for the facility we wanted. We were told to take \$10 million or not do it. Well, you only achieve something if you make a start, even if you take risks."

Not to have created the centre would have been a "historic mistake", he said. Canada has rarely established large-scale research facilities. Researchers often travel to the US or Europe to use equipment there and return with their data. "We haven't found a way of grasping opportunities, getting the money and people in place in time to be competitive."

Kronberg said the university community and industry will get a clearer picture of the value of the supercomputer as the research now being done with the aid of the machine begins to be published in scientific journals.

Criticism

Professor George Luste of the Department of Physics, a critic of the supercomputer, said the Cray is "a terrible mistake financially and technologically." The project will demand continual injections of new funds. "You can always justify giving more money because you've spent so much already."

Much of the computational work that will be done on the machine could be done at much less cost on other equipment. The University does not have the basic computer infrastructure to support a Cray, he said.

"Computing is like pyramid. You need a large base. We're wasting money at the top instead of building infrastructure from the bottom." Given inexpensive access to the Cray, researchers may have no incentive to make creative use of smaller machines. Building from the top down discourages innovation, Luste said.

He said the facility should be evaluated by disinterested external academics with computing experience.

Career Centre turns reading week into working week

In February, 250 students will inaugurate the Career Centre's Extern Program — the first of its kind in Canada — by spending a week in the working world.

Designed to help students choose a career by getting direct experience of particular fields, the program consists of a week-long placement with a public or private sector sponsor. Extern coordinator Suzan McKenzie said.

Placements need not be in areas directly related to the student's program of study, she said. In fact, most students apply without knowing exactly what area they wish to explore. The Career Centre conducts planning sessions to help students identify their areas of interest.

The majority of student participants come from the Faculty of Arts & Science, but other faculties and all three campuses of the University are represented. Most of the students are in third or fourth year, and the group is evenly divided between men and women. Placements take place in February and May. The application deadline for the later session is Jan. 29.

About 200 private and public sector sponsors will participate in the February session during reading week. Several University departments will accept students, including Public & Community Relations, Instructional Media Services, the Department of Medical Genetics and the Robarts Library.

The University received a one-time-only grant of \$167,000 from Employment and Immigration Canada to establish the program and the administration is currently seeking other sources of funding for next year, McKenzie said.

FOUNDATION PROGRAMME OFFICER

Toronto-based foundation with nation-wide activities offers challenging opportunity for recent graduate with excellent analytical ability, communication skills, and good judgement. Bilingualism and a scientific orientation are advantages.

Responsibilities include researching programme fields, assessing grant applications, developing projects with applicants, administering grant programmes, and evaluating completed projects. Some travel required.

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Great Hall

Thursday, December 10, 1987
Last Day for Regular Dinner Service

Friday, December 18, 1987
Last Day for Regular Luncheon Service

Monday, January 4, 1988
Regular Luncheon & Dinner Service Resumes



Gallery Club

Friday, December 11, 1987
Last Day for Regular Dinner Service

Wednesday, December 23, 1987
Last Day for Regular Luncheon Service

Monday, January 4, 1988
Regular Luncheon Service Resumes

Wednesday, January 6, 1988
Regular Dinner Service Resumes

Tuck Shop

Tuesday, December 22, 1987
Last Day for Regular Hours

Monday, January 4, 1988
Regular Hours Resume

Arbor Room

Sunday, December 6, 1987
Last Day for Regular Hours

December 7-10
Monday to Thursday 8 a.m.-9 p.m.
Friday, December 11 8 a.m.-6 p.m.

December 12 & 13
Saturday & Sunday 11 a.m.-5 p.m.

Monday, January 4, 1988
Regular Service Resumes

December 14-17
Monday to Thursday 8 a.m.-6 p.m.
Friday, December 18 8 a.m.-2:30 p.m.

December 21-23
Monday to Wednesday 8 a.m.-4 p.m.

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P.D. James

Mystery

Public Lecture

Given by P.D. James, noted British mystery writer

Tuesday, November 24, 1987

8:00 p.m., Convocation Hall, U of T

Tickets required: \$5.00

Tickets may be purchased, preferably in person, through the Office of Convocation, 2nd Floor, Trinity College, 6 Hoskin Avenue, Toronto, 978-2651, or at the door the evening of the lecture.

Supported by: The British Council and The Canada Council

Symposium explores effects of change in University's governing structure

by George Cook

The proposed reform of the University's governing structure may diminish the faculty association's power over academic policy, according to former UTFA presidents Michael Finlayson and Bill Nelson.

"The association's influence will be challenged and diminished, and that may be a good thing," Nelson told a group of about 35 people who gathered at Hart House Nov. 12 for an UTFA symposium on governance.

The existence of a credible academic board might eventually result in changes to the Memorandum of Agreement between Governing Council and the association, Nelson said. He felt that the association would, in a new structure, become more interested in salary and benefits than in academic policy. "If the governing structure is improved, we face in consequence a more benefit-oriented role for UTFA."

The association has a "stranglehold" on academic policy because the Memorandum of Agreement says policy changes must be the outcome of negotiations with the administration, Finlayson said. Given the contractual necessity of UTFA's agreement to changes, how would the proposed academic board exercise its responsibility for academic policy? he asked.

Jack Dimond, secretary of Governing Council, said the reform proposal does not alter the memorandum, which would remain in force under a new governing structure. However, a new academic board would have a veto over academic policy.

After the meeting Finlayson said the creation of a board with veto power would make the process of change even more difficult than it is now. Negotiations would involve the agreement of three parties, rather than two, as is now the case.

Dean Roger Beck of Erindale College, a member of Governing Council, said that while the new board might find itself from time to time in an adversarial relationship with UTFA — over the appointments policy, for example — it would not be involved in individual grievances arising from denial of tenure or other decisions.

Professor Howard Buchbinder of York University said a struggle for the control of academic policy would shift if the reform package were adopted.

Rather than negotiating with the administration, UTFA would negotiate with a board over efficiency measures, tenure and other matters.

Modify rules

The symposium, chaired by UTFA president Fred Wilson, included brief remarks by seven panelists and an informal discussion. Professors Michael Marrus of history, a member of Council and its Executive Committee, and Michael Charles, vice-dean of engineering, described the reform package and some of the considerations leading to it. They were followed by Beck, Buchbinder, Nelson, John Brown, principal of Innis College, and Frank Cunningham, chair of the Department of Philosophy.

"I take the side of the democrats in the matter of University governance," Cunningham said. Lacking both democracy and efficiency, the current system has never enjoyed the complete confidence of any of the campus constituencies, he said.

He felt the reform process should be slowed to allow about a year for full consideration of the proposals and its enthusiastic acceptance. (Governing Council will debate the package at its Dec. 3 meeting if the Executive Committee decides today to bring it forward.)

For efficiency's sake, the new committees should be small, with about 20 members, Cunningham suggested. Some members should be elected for fixed terms and others appointed on a rotating basis, to ensure both broad representation and the participation of principals and deans.

Representation on the three "work-horse committees" — the academic board, business affairs and campus and community affairs — should be consistent with their functions, he added. The board would therefore have a majority of faculty and students. The composition of the other committees would vary according to their respective roles.

Governing Council would grant decision-making authority to the revamped committees under a "perpetual social contract" but could assert its right to make a final decision in specific instances by a two-thirds vote or a simple majority.

Professor Danny Goldstick of philo-



Left to right: Professors John Brown, Roger Beck and Fred Wilson listen as their colleague Frank Cunningham urges a slowdown in the reform process.

soy said the proposed reforms are unlikely to give significant decision-making powers to the faculty at large and that the presence of principals and deans on the academic board would do nothing to end the alienation of the teaching staff.

Brown supported rapid change. "Let's get on with this and be careful that the energy we expend doesn't exhaust us." However, as a "practising middle manager" he is more concerned with issues of effective administration than with governance. Earlier participation by divisional administrators in the development of the annual budget and easier access to Simcoe Hall are as important as altering the governing structure, Brown said.

Modification of the "accept-reject-refer back" rule, to allow the initiation and amendment of policy by the committees should give them greater scope and authority, Beck said. "The aim [of the rule] was to check the anarchic creation of policy within the politicized crucible of Governing Council." Instead, it fostered passivity and burdened the central administration with the onerous task of creating or vetting all policy proposals.

The University must create a business affairs committee that can attract people of stature, Beck said. In the past he explained, people have been unwilling to serve or make a substantial financial contribution, because of U of T's "ramshackle" governing structure.

Five-year capital plan to go to Governing Council

As part of its capital plan for the next five years, U of T will request approximately \$32 million from the province for building and major renovations. This year the University is getting about \$3.7 million, up from only \$1.8 million last year.

Governing Council will consider the capital plan at its Dec. 3 meeting. At its Nov. 9 meeting the Planning & Resources Committee recommended the capital plan for approval. It was drawn up after a series of meetings between Provost Joan Foley and principals, deans and directors to confirm existing divisional plans and priorities or set new ones.

U of T hopes to raise about \$40 million for building and renovation and to spend about \$71.8 million on ranked projects. A further \$52.1 million in private funds will be spent to fully fund seven unranked projects.

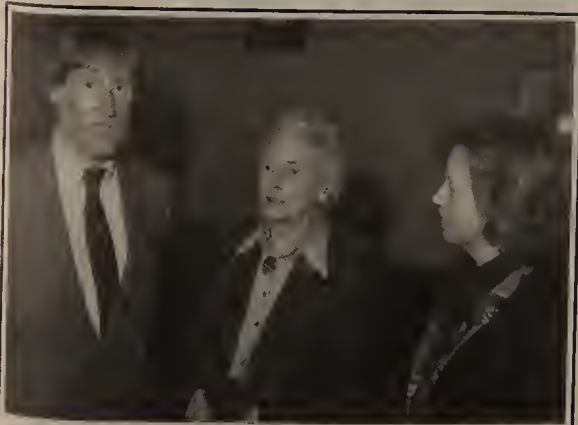
If plans come to fruition, the University and federated colleges will spend about \$130 million on new and revamped facilities over the next five years. Total requests from all divisions for building and major renovations were about \$350 million for the five-year period.

An additional \$4 million for the completion of the Earth Sciences Centre and a speed-up in funding for the law library are the first two items on this year's list of eight projects for government funding.

Ranked third is a request for a \$1.9 million government contribution to a proposed \$7.9 million computer research facility. Plans call for an addition to the metallurgy wing of the Walilberg Building and joint use of space by the Departments of Computer Science and Electrical Engineering and the Computer Systems Research Institute. The balance of \$6 million will be raised by the University's private funding campaign.

The other five-year grant requests, ranked fourth to eighth, are: \$6.4 million towards an \$11.4 million Faculty of Management building; \$6.7 million towards a \$14.3 million University-industry complex; \$3 million towards a \$5 million building and renovation project for Woodsworth College and the Media Centre; \$9.4 million to fully fund the renovation of 1 Spadina Crescent; and \$500,000 towards the \$2.5 million cost of more stack space at the Science & Medicine Library.

The seven unranked, privately funded projects are: the Faculty of Music library (\$3.6 million); the East Asian studies library (\$1.5 million); the Koffler Institute of Pharmacy Management (\$3.4 million); the Tanz Centre for Neurodegenerative Diseases (\$3.4 million); student residences (\$32.7 million); a new academic building at Erindale College (\$4.5 million) and a lecture hall at Scarborough College (\$3 million).



Bagnani reception

Rare books librarian Richard Landon, Stewart Bagnani and chief librarian Carole Moore at the launch of the library's exhibition of

books donated from the estate of Professor Gilbert Bagnani. The exhibition runs to Dec. 23 at the Thomas Fisher Rare Book Library.

RESEARCH HIGHLIGHTS

Tracking a pilot's gaze

Technology developed by the Institute of Biomedical Engineering will contribute to more realistic effects in simulated flight environments for pilot training. Currently, flight simulators using computer-generated images on large domes or video screens provide low image resolution. To improve image quality throughout the whole viewed

scene would require an enormous amount of additional computing power. But a computer can improve the image of the small area the pilot's eyes are focusing on, if it can identify that area. An eye-tracker developed by a team headed by Professors Richard Frecker and Moshe Eizenman enables a computer to track the pilot's gaze more quickly and accurately than current technology does.

The eye-tracker designed by the institute captures and processes the reflections of a low-level beam of invisible infra-red light shone onto the pilot's eye. Up to 500 eye positions per second are analyzed, compared to just 60 positions per second using conventional eye-trackers. Because the new eye-tracker can follow the pilot's vision through a wider range, it will be particularly useful in training in high-gravity situations where constraints on movement of the pilot's head require larger eye movements. Developed in collaboration with CAE Electronics of Montreal and with the support of the Natural Sciences & Engineering Research Council, the eye-

tracker will be tested this year on helmet-mounted CAE flight simulators at Williams Air Force Base in Arizona.

Tracking young eyes

Eizenman has also collaborated with Professor Barry Skarf, a member of the ophthalmology department until his recent move to the US, on more sensitive and more accurate procedures for testing the vision of infants. Until now, doctors could only infer a baby's ability to see small stimuli from the results of tests using large stimuli. The procedure developed by Eizenman and Skarf, however, measures a baby's brain wave responses to extremely small visual patterns projected on a TV screen.

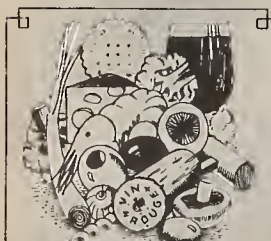
The researchers have also devised a more reliable means of testing binocular vision in youngsters. Since most stimuli presented to children to test binocular vision include features that can be identified by one eye alone, Skarf and Eizenman sought to develop a stimulus that could only be seen by both eyes together and would produce specific brain waves. Adapting a technique developed by an American researcher, Eizenman devised a pattern that looks like a snow storm when viewed on a

video screen with only one eye but produces a distinct, three-dimensional pattern when viewed through special glasses with both eyes. Using the system to test very young children with normal vision and with vision disorders, Skarf and Eizenman hope to discover how binocular vision develops and what interferes with its development. Their work receives funding from the Medical Research Council.

Search Committee

Chair of engineering science

A search committee has been established to appoint a successor to Professor K.G. Balmain as chair of the Division of Engineering Science. He will be resigning effective Dec. 31 after a two and one-half year term to assume the responsibilities as chair of the Research Board. Members of the committee are Dean G.W. Heinke, Faculty of Applied Science & Engineering (chair); Professors R.C. Tennyson, Institute for Aerospace Studies; J.W. Smith, Department of Chemical Engineering & Applied Chemistry; K.R. Jackson, Department of Computer Science; A.S. Sedra, Department of Electrical Engineering; F.C. Hooper, Department of Mechanical Engineering; W.A. Miller, Department of Metallurgy & Materials Science; and R.N. Edwards, Department of Physics. The committee will welcome any communications or recommendations concerning this appointment. They should be directed to Dean G.W. Heinke.



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PERSONNEL NEWS

Pension Contribution — Eligible Unionized Staff
This is a reminder that the 12-month pension contribution holiday for unionized staff who were members of the pension plan on July 1, 1986, ended Oct. 31. Effective with the November pay, employee pension contributions will be deducted from all unionized staff who are members of the pension plan.

1987 Tax Return
Last year more than 800 T4/T4As were returned to the Payroll Department because of incorrect addresses. Many more T4/T4As had to be amended to correct social insurance numbers. To avoid delays or problems in filing your 1987 tax return:

1. Check the social insurance number recorded on your pay statement. Please advise the Human Resources Department if a correction is required. You may use a personnel information change form (PICF) to do this.
 2. If you have moved in the last year please advise the Human Resources Department of your new address by using a PICF available from your department.
- Please note that all PICFs should be received by the Human Resources Department by November 27.

Job Openings
Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyer; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Margaret Graham; (7)

Sandra Winter; (8) Dagmar Mills; (9) Janice Draper.

Administrative Assistant II
(\$27,430 - 32,270 - 37,110)
Rehabilitation Medicine (1)

Annual Giving Officer
(\$27,430 - 32,270 - 37,110)
Private Funding (6)

Audio Visual Technician I
(\$17,670 - 20,970 - 23,910)
Media Services, Erindale, seasonal, Sept. to May (7)

Clerk IV
(\$19,270 - 22,670 - 26,070)
Medicine (1)

Clerk Typist III
(\$17,670 - 20,970 - 23,910)
Ophthalmology, 50 percent full-time (1), Clinical Biochemistry, 50 percent full-time (1)

Computer Shop Service Manager
(\$22,350 - 26,300 - 30,250)
U of T Press, Bookstores (9)

Draftsman IV
(\$31,950 - 37,640 - 43,290)
Physical Plant (1)

Internal Auditor
(\$27,430 - 32,270 - 37,110)
Internal Audit (1)

Laboratory Technician II
(\$21,330 - 25,100 - 28,870)
Pharmacy (6)

Laboratory Technician III
(\$23,440 - 27,580 - 31,720)
Pharmacy (6)

Library Technician III
(\$18,632 - 19,480 - 20,360)
Reader Services, Sigmund Samuel Library (send résumés to J. Feyerer, Manager, Personnel Services, Roberts Library)

Library Technician III
(\$16,190 - 19,050 - 21,910)
Architecture (6)

Operation Analyst
(\$39,430 - 46,390 - 53,350)
Physical Plant (1)

Resident Steward
(\$19,270 - 22,670 - 26,070)
Erindale (7)

Secretary I
(\$17,670 - 20,970 - 23,910)
Mechanical Engineering (9), Clinical Science Division (1)

Secretary II
(\$19,270 - 22,670 - 26,070)
Research Administration (6), Medicine (1), Dentistry (8), St. Michael's College (1), Immunology (7), Office of International Cooperation, 50 percent full-time (6)

Users' Facility Manager
(\$35,500 - 41,760 - 48,020)
Laser & Lightwave Centre, Physics (1)

POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

University of Alberta
Dean of Arts
Appointment effective July 1, 1988 or as soon thereafter

as possible. Nominations or applications should be submitted by January 15 to: Dr. J. Peter Meekison, Vice-President (Academic), Third Floor, University Hall, University of Alberta, Edmonton, Alta. T6G 2J9

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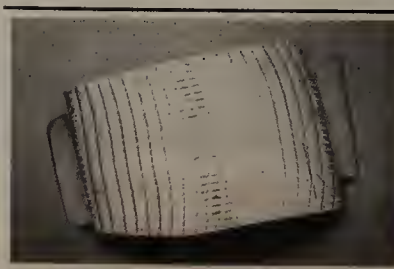
THE McLuhan Program in Culture and Technology

ELIHU KATZ

Hebrew University of Jerusalem

Winner of 1987 McLuhan Teleglobe Canada Award will present a seminar entitled "Revival of Technological Theory in Communication Research" at 12 noon on Wednesday, December 2, 1987 in the Debates Room, 2nd Floor, at Hart House, University of Toronto.

(Admission Free)



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Photocopying could cost more under new copyright law

by Patrick Donohue

The implications of the federal government's proposed Bill C-60 may prove costly for university libraries, an expert on copyright and libraries told U of T librarians attending a Nov. 13 workshop at the Faculty of Library & Information Science. The bill was designed to provide a viable means of protecting the rights of authors.

Bill C-60, which has received second reading, enables authors to establish collectives to grant permissions — for a fee — to libraries for photocopying of copyright material owned by the members of the collectives. The proposed legislation establishes a five-member copyright board to settle disputes in the event that librarians and collectives cannot agree on the regulations for photocopying.

Françoise Hébert, an information resources consultant and a former convener of the Canadian Library Association's copyright committee, pointed out that the new arrangements will enable librarians to provide copies of copyright material without fear of running afoul of the law. Because current legislation on photocopying is vague, librarians do not now enjoy that assurance. Authors have not sued, however, because it is mutually recognized that asking individual authors for permission for each instance of copying would be impractical.

The new collectives will remove that obstacle by granting advance permissions. Hébert predicted that authors will therefore be more likely to sue librarians who allow photocopying of copyright material without permission.

UK solution

Hébert described a one-year experimental agreement recently reached by a British collective and British universities. The agreement exempts university libraries from paying for all photocopying of single copies and all copying by students on self-serve machines. A charge of about 7.5 cents per page will be levied for multiple copies photocopied by library staff.

A similar agreement in Canada could exempt a very large proportion of photocopying in university libraries,

Hébert said. Single copying accounts for 87 percent of photocopying of published material in all Canadian libraries, according to a recent study by Hébert, sponsored by the federal government, provincial governments and various associations of libraries and librarians.

However, the Canadian Reprography Collective, a group of authors and publishers co-chaired by Harald Bohne, director of U of T Press, and Michael Fay, a writer, is studying a report to book and periodical publishers that recommends a charge of five cents per page for photocopying of copyright material, with no exemptions. Since librarians will seek wide exemptions, Hébert predicted the two sides would enter negotiations far apart. She said a final agreement might include a higher page rate with some exemptions.

Emphasizing that the librarians she has consulted do not object to the principle of paying authors for photocopying their material, Hébert said the librarians' main concern is how to pay for the permissions. Among possible methods of raising the necessary funds, workshop participants considered increases in charges for the use of photocopying machines in general. One problem with this solution, they felt, was that library users consider that they have a right to the information in libraries. They would be willing to pay for the photocopying but not the information. Librarians also fear that higher photocopying costs could trigger an increase in the incidence of book mutilation.



US exemptions

Hébert described significant differences in governmental attitudes to creators' rights in the US and Canada. While Bill C-60 opts for maximum protection of creators' rights, copyright laws in the US give more weight to the public's right to information. Hence, US laws allow very broad exemptions for photocopying of copyright material for educational purposes.

Since 50 percent of the published material photocopied in Canada's libraries is by American authors and since Canadian collectives are hoping to establish reciprocal agreements with their counterparts in other countries, Canada's regulations could result in a flow of large amounts of money to American authors not receiving the same benefits from their own laws. Pointing out that such a discrepancy does not create "a level playing field", Hébert said Canadian librarians should lobby for a copyright law more in keeping with that of the US.

Workshop participants discussed a U of T brief submitted by Anne Lancashire, vice-provost, to a legislative committee conducting hearings on Bill C-60. Lancashire made the point that unless broad exemptions are granted for photocopying by university libraries they will require large grants from governments to pay for permissions for photocopying. Otherwise, the quality of research and teaching in Canadian universities will be severely jeopardized, she warned.

The Quebec government has for some years paid a French-language writers' collective \$1 million annually for photocopying for educational purposes, within specified limits.

OISE names fellows

Louis Applebaum, a musician, Roger Guidon, O.M.I., retired rector of the University of Ottawa, Phyllis Scott, a classroom volunteer in an elementary school, and Sybil Shack, educator and social activist, will be named fellows of the Ontario Institute for Studies in Education today. The awards were created in 1973 to recognize noteworthy contributions to education.

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Thursday, December 3	4 p.m.
Friday, December 4	11 a.m.

Please phone Rita Crump at 978-7645 to confirm attendance.

Order of Canada

President George Connell was invested as an officer of the Order of Canada last month by Governor-General Jeanne Sauvé. While Canadian young people must be encouraged to make their way in the world, Sauvé said, it is also important to offer them role models whose courage, perseverance, commitment and sharing will inspire them.



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BOOKS BY UNIVERSITY OF TORONTO STAFF

November

The Holocaust in History, by Michael R. Marrus (Lester & Orpen Dennys; 256 pages; \$22.95). The book provides an assessment of the vast literature of the Holocaust and integrates this into the general stream of history using historical, sociological and political analysis.

Progress without Planning: The Economic History of Ontario from Confederation to the Second World War, by Ian M. Drummond (University of Toronto Press; xvi, 510 pages; \$45 cloth, \$19.95 paper). In large part departing from both the traditional staples interpretation of Canadian development and the newer neo-Marxist orthodoxy, the book presents a review of the explosive growth of the Ontario economy from 1867 to 1939.

October

The Half Million: The Canadians in Britain, 1939-1946, by C.P. Stacey* and Barbara M. Wilson (University of Toronto Press; xii, 198 pages; \$24.95).

Some 500,000 Canadian military personnel "invaded" Britain during World War II. This illustrated book charts the process by which two disparate groups, forced to co-exist peacefully in difficult times, got to know each other.

Visualizing Deviance: A Study of News Organization, by Richard V. Ericson*, Patricia M. Baranek* and Janet B.L. Chan (University of Toronto Press; 400 pages; \$45 cloth, \$18.95 paper). The daily news shapes our understanding of world events and the nature of society, and decisions by journalists as to what is newsworthy therefore play a role in determining social values. On the basis of extensive field research in print and broadcast news organizations, the authors suggest that in western societies the essence of news is its emphasis on social deviance and control.

Catching up

The Canadian Political Tradition: Basic Readings edited by R.S. Blair and J.T. McLeod (Methuen Publica-

tions; 462 pages; \$21.95 paper). The essays in this reader provide basic insights into fundamental aspects of the Canadian polity. They are grouped in four sections with an introduction to each: constitutional foundations, specifically responsible government, federalism and the Charter of Rights; social factors that shape and are shaped by political institutions; linkages between society and government, such as parties, interest groups and the electoral processes; and government and power including decision-making processes.

Location, Location, Location: Analysing the Retail Environment, by Ken Jones and Jim Simmons* (Methuen Publications; 438 pages; \$36.95 paper). The book is divided into four parts: part one, basic principles and components of the retail system; part two, spatial structure of retailing including location decisions; part three, widely used procedures in store location research; part four, planning problems of retail activities and possible directions for change in the system.

Canadian Competition Policy: A Legal and Economic Analysis, by Bruce Dunlop*, David McQueen and Michael Trebilcock* (Canada Law Book Inc.; 300 pages; \$75). This text for lawyers and members of the business community provides an introduction to competition policy in Canada. Each chapter is divided into two sections, one relating to economic issues, the other to the applicable legal rules. A selected bibliography is included.

The Secret Plague: Venereal Disease in Canada, 1838-1939, by Jay Cassel (University of Toronto Press; viii, 340 pages; \$35 cloth, \$17.95 paper). Beginning in the Victorian era and continuing through the alarming increase in the incidence of VD after the First World War, the book explores the interplay among biological realities, medical abilities, personal considerations, social expectations and economic influences.

Health Century, by Edward Shorter (Doubleday Canada Ltd.; 256 pages; \$29.95). Focusing on selected triumphs — the discovery of penicillin, the first vaccines, pioneering discoveries with DNA and molecular science, the first open-heart surgery, the war on cancer and new discoveries in biotechnology — the book, a companion to the PBS television series, traces the progress of medicine over the last hundred years.

Partial Knowledge: Philosophical Studies in Paul, by Paul W. Goch (University of Notre Dame Press; 200 pages; \$22.95 US). Though the apostle Paul did not present a systematic philosophy, his writings touch upon matters of philosophical importance with considerable intellectual power. In this book the author examines selections from 1 Corinthians focusing on epistemological, ethical and metaphysical problems of perennial concern.

* U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

PURCHASING

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CUSTOMS/TRAFFIC

A: Notice
Canada Customs New Commercial and Harmonized System (H.S.) will come into effect January 1, 1988, and will have an impact on University purchases requiring customs clearance. Information seminars were held for buyers and campus purchasing centres on November 12th and 19th to explain these changes. It is important that all persons issuing an order or requisition for goods shipped from outside Canada be made aware of the details required for Customs to be able to determine the H.S. classification of goods, which will affect the release of goods and the duty payable. A general information seminar for faculty and staff will be held on December 10th. Space is limited to 150 persons; call 978-2353 for reservation, giving your name, department and telephone number.

B: Import Permits

Import permits are required for importation of all animal origin products, by-products and animal pathogens whether they are research samples or purchased.

Agriculture Canada has informed us that permits WILL NOT be issued for the release of goods after they have arrived in Canada.

If goods arrive without permits, you will have the option of abandoning the samples to Agriculture Canada for destruction or returning them to sender.

Plant, plant products and related commodities, including rock samples, require import permits from the Plant Health Division of Agriculture Canada in Ottawa for entry into Canada. Allow 2-3 weeks for the application to be processed by the permit office.

For literature on permit requirements or further information, please call Tom Nippak at 978-7447.

C: Exports — Chemicals

Recently, a University department shipped a small quantity of chemical samples to a colleague.

The package, shipping bill and enclosed letter did not identify the contents. There was damage to the carton and the contents leaked, causing damage to the carrier's property and requiring emergency clean-up equipment. If injuries had resulted, the University would have faced legal action.

Any potentially hazardous chemicals or materials must be accompanied by a "SHIPPER'S DECLARATION FOR DANGEROUS GOODS" form and the package must be properly labelled. For export information call 978-2266

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Disk Drive (Control Data Corp)	1	CDC9756	1981	1,500	Ms. Heron 978-6323
Electrostatic printer	1	Versatec	1981	2,000	"
Laser printer	1	5ymbolics	1984	Best offer	"
Microprocessor development system	1	Motorola 68000EXOR		5,000 or nearest offer	"
Terminal (w/s)	2	AES 105	1983	Best offer	Ms. Ramsey 978-4919
Terminal (w/s)	1	AES 105A	1985	"	"
Twintack printer	1	AES 105	1983	"	"
CPU + Disk Drive	1	CP20 CP4	1983	"	"
Unit					
Card reader (with OMR feature)	1	IBM	1970	Best offer	Mike Konoby 978-4549
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Wordprocessing software	3	Wordperfect V4.0	1986	"	"
Hard copy computer terminal	1	Computer Devices Mini-term 1203	1977	"	"
Word processor	1	IBM - System 544	1983	Best offer	Cheryl 978-5376
Microcomputer w/ 10MB hard disk, 512 KB memory	1	DEC PPO 350	1984	"	"
Floating point processor		P/QS v1.7	1984	4,500	Ms. Tryggve 978-3150
Pro tool kit Software		v1.0 Fortran-77		"	"
Printer w/forms tractor & 2 extra fonts	1	DEC	1984	900	"
Printer	1	EPSON Spectrum LX-80	1985	225	Nancy 978-4919
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Alzheimer's disease is now an epidemic

by Judith Knelman

It's a disease that has become a threat to every one of us. So far there is no prevention, treatment or cure. It does not itself kill, but it destroys people by making them bed-ridden and susceptible to pneumonia. And it has reached epidemic proportions.

Alzheimer's disease has these things in common with AIDS though it is less a focus of public concern, perhaps because it is less dramatic. Unlike AIDS, Alzheimer's has been around since the beginning of medicine, and then, as now, its target was not the young but the aging population. Some people develop Alzheimer's in their 30s, though that is very uncommon, but anyone who has reached 80 has a one-in-three chance of developing it. And as our chances of living to 80 increase, so, of course, does the number of cases of Alzheimer's.

Right now, 11 percent of Toronto's population is over 65. About 10 percent of these people have been altered to some extent by Alzheimer's disease, and between three and four percent of them are in chronic care facilities.

So far, Alzheimer's disease has caused a lot of quiet, private distress, but no public panic. By the year 2033, however, according to projections by Statistics Canada, about 30 percent of the population will be over 65.

"If we don't do anything about Alzheimer's disease, it will be a major health care burden, and we may not have the financial resources to look after these people humanely," says Dr. Donald McLachlan of the Department of Physiology, who is playing a leading role in U of T's research into the disease. As it is, in 1988 it will cost the taxpayers about \$500 million to look after Alzheimer's-afflicted patients in Ontario alone.

Intellect shrinks

Alzheimer's is a disease of higher intellectual function. No other animal but man develops the complex of changes described by Alois Alzheimer in 1907. The degenerative process involves a shrinking of the intellect so that there is increasing forgetfulness and loss of the ability to calculate, to use language appropriately or to remember how to carry out motor acts like dressing. Some victims develop hallucinations. Some go through marked personality changes.

These things happen because the brain in an Alzheimer's patient is altered and misinterprets the environment. "The patient may look in the mirror and say, 'Who's this strange person?'" says McLachlan.

What can we do to prevent this affliction in ourselves and others? One obvious answer is to support and encourage scientific research like that going on at U of T. Another possible answer that some people have latched on to is to avoid taking in aluminum, which has been found in excessive amounts in the brains of people who have died of Alzheimer's.

Aluminum being watched

It's possible that something comes from the environment and damages genes, triggering Alzheimer's. The culprit may be aluminum. If so, there may be risks to eating food cooked in aluminum pots or food high in aluminum (such as potato skins, processed cheese and processed spaghetti) and drinking phosphoric acid-containing colas packed in glass bottles or even Toronto tap water.

But, says McLachlan, we're a long way from knowing that these foods and drinks are in fact dangerous. "We have



Donald McLachlan: waging war on Alzheimer's disease

to have very strong evidence implicating aluminum in Alzheimer's disease before we recommend reducing aluminum in the diet. It would be a problem of equal magnitude to lowering the cholesterol and lipid food intake in the general population."

In his own house, aluminum cookware has disappeared, and bottled water is used for drinking. He isn't sure how these things have happened. "The last word isn't in yet," he cautions.

Some other clues:

- Those with Down's syndrome and moderately severe mental retardation have a high probability of developing Alzheimer's disease in their 30s and 40s. With Dr. A.J. Dalton of Surrey Place Centre, McLachlan has been looking for a marker on the chromosomes of people with Down's syndrome that might be associated with Alzheimer's.

- A small number of families have a dominant gene for Alzheimer's disease. According to researchers in Boston, the disease in these families appears to be linked to a mutation on chromosome 21. McLachlan and his co-investigators are now attempting to isolate the familial Alzheimer gene and find out why it is being turned on later in life.

- Women develop Alzheimer's roughly one and a half times as frequently as men.

Scientists at U of T are putting together such clues as these about the genetic basis of Alzheimer's disease and about environmental factors that seem to trigger it. McLachlan, a neurologist and neurophysiologist, is interim director of the new Centre for Research in Neurodegenerative Diseases, which is undertaking basic research into causes of the disease. Within five years scien-

tists hope to have the causes pinned down; then they can go ahead and work out effective techniques of intervention. Through the efforts of land developer Mark Tanz and his associates and the Alzheimer Association of Ontario, \$12.5 million of the \$18-20 million needed for research in Alzheimer's has been pledged over the next 10 years. If we're lucky, by that time, the riddle will have been solved.



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Recent academic appointments

The Academic Affairs Committee, at its meeting of Nov. 5, approved or received notice of the following appointments.

Erindale College
Professor Roger L. Beck, acting principal, from Jan. 1, 1988 to March 31, 1988

School of Graduate Studies
Professor Rose Sheinin, vice-dean, from July 1, 1988 to June 30, 1989 (reappointment)

Department of Family & Community Medicine
Professor Wilfred H. Palmer, chair of the undergraduate department, from July 1, 1987 to June 30, 1990 (reappointment)

Department of Physiology
Professor Donald W. Clarke, acting chair of the undergraduate and graduate departments, from Oct. 1, 1987 to April 30, 1988

Department of Philosophy
Professor Douglas Hutchinson, associate professor with tenure, from July 1, 1987

Faculty of Management
Professor Leonard J. Brooks, professor, from July 1, 1987

Department of Obstetrics & Gynaecology
Professor Walter J. Hannah, professor with tenure, from July 1, 1987

Department of Ophthalmology
Professor David M. Regan, professor with tenure, from July 1, 1987

Professors Emeriti from July 1, 1987
Department of Metallurgy & Materials Science
Professor C.B. Alcock

Department of Botany
Professor John Dainty, University Professor Emeritus

Department of Computer Science
Professor T.E. Hull

Department of English
Professors W.F. Blissett, D.J. Dooley, W.B. Hennessey, F.D. Hoeniger and Millar MacClure

Department of Geography
Professor W.G. Dean

Department of Geology
Professor D.H. Gorman

Department of History
Professors R.V. Colman, R.A. Spencer and A.P. Thornton

Department of Middle East & Islamic Studies
Professor R.M. Savory

Department of Physics
Professors J.M. Daniels, G.D. Garland, D.G. Ivey and L.E.H. Trainor

Department of Political Science
Professor P.W. Fox

Department of Psychology
Professor M.W. Laurence

Department of Slavic Languages & Literatures
Professors B.B. Budurowycz and Gieb Zekulin

Department of Statistics
Professors D.A.S. Fraser and W.A.O. Waugh

Scarborough College
Division of Social Sciences
Professor S.J. Colman

Faculty of Dentistry
Professors David McAdam and D.W. Stoneman

Faculty of Education
Professors Gary Smith, R.P. Baine, G.W. Bancroft and W.E. Sager

Faculty of Forestry
Professor J.W. Andresen

Faculty of Management
Professor S.R. Maxwell

Department of Anatomy
Professor D.L. McLeod

Department of Family & Community Medicine
Professors L.M. Cathcart and R.M. Hines

Department of Medicine
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Professor P.F. Beirne

Department of Physiology
Professor Otto Sirek

Department of Rehabilitation Medicine
Professors R.O.F. Bradshaw and K.A. Sowden

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Professor N.A. Watters

Faculty of Nursing
Professor N.I. Parker

Faculty of Pharmacy
Professor Stephen Kandel

School of Physical & Health Education
Professor K.A.W. Wipperf

Faculty of Social Work
Professors M.B. Doolan and Camille Lambert

NOTEBOOK

There's a lot of creative fundraising going on to the west of us. The University of Waterloo has adopted an "adopt-a-journal" plan to enable faculty and staff to save periodicals that would otherwise be dropped by the library. Prices range from \$15 to hundreds of dollars a year, and donations are tax-deductible.

Guelph's newsletter reports that dozens of students, faculty and staff recently paid 50 cents a swing to bash three retired computers, several terminals and a printer. The idea seems to have been to show the electronic world that humans are in charge after all. Proceeds will help fund an annual software development contest for Ontario high school students.

* * *

P.D. James is back in town, the guest of Trinity College. She'll take part in lectures and seminars as well as lecturing at Convocation Hall tomorrow. What do the mysterious initials stand for? Detective work at the *Bulletin* has uncovered the fact that her name is Phyllis Dorothy.

* * *

Who was the first Canadian woman to earn a PhD? Eliza Ritchie, who went to Cornell in 1887 with an undergraduate degree from Dalhousie and emerged two years later with a doctorate. She was active in the formation of the Dalhousie Alumnae Association in 1909 and was the first woman on the Board of Governors. She has now had a women's residence at Dal named after her.

* * *

The research of Jo-Ann Lux, the first woman to graduate from U of T's Institute of Biomedical Engineering, has aroused widespread interest because it explains why smoking is such a hard habit to break. Her doctoral thesis showed that the effects of inhaled nicotine are extremely rapid, which is one reason that smoking is so rewarding. "If you get an immediate reward from something, you do it again," she explains.

Lux was pleased with the publicity partly because she is concerned that girls still see math and science as a male preserve. She herself was told by her high school science teacher to forget about pursuing a career in science; he thought it would be more appropriate for a woman to go into psychology or English. That was in the early 70s, but she knows from girls she's tutored since that this attitude is alive and well.

That was one teacher that Lux didn't listen to. She did an undergraduate degree in chemistry and biology at Waterloo and another one in chemistry at U of T, then entered engineering at the graduate level.

* * *

The latest newsletter from the David Dunlap Observatory, *The Doings*, contains a number of fascinating reports by graduate students in the Department of Astronomy.

Peter Leonard used his statistical expertise to chart births announced in (appropriately enough) *The Toronto Star* on a lunar calendar. His purpose was to test the validity of the old wives' tale that more children are born during the full moon than at any other time of the month. It's obvious from his conclusions that old wives didn't encounter quite so many doctors who don't like to work on weekends as young wives do now. He found no correlation with the full moon, but a distinct trend to mid-week births.

His data set was based on births

announced within nine days between March 6 and June 13 by families with surnames beginning with the letters A, B or C. "I see no reason why these restrictions on the sample should result in any selection effects," he reported, "but if there were any such effects it would be even more interesting than the main problem that I'm trying to address."

The graduate astronomy student volleyball team lost to the faculty team at a picnic last summer. "The first game we played," reports Mike Fieldus, "was using DDO rules, which amounts to allowing as many people on the court as can fit, and then allowing them to do anything they want with the ball, short of picking it up and throwing it over the net (which, actually, is allowed if you have tenure)."

* * *



Warren Jevons, assistant director of the School of Continuing Studies, chats with Theresa Falconi of physical plant, who coordinates phone systems between campus users and Bell Canada.

The School of Continuing Studies invented a one-night course to bring friends in to help them celebrate a renovation, the acquisition of an electronic phone system that enables students to register by phone, and a 20 percent increase in registrations. Guests were invited to sign up by phone for "A 'Call' to Celebrate", a brief three-hour course on having a good time. The party was held Nov. 6.

* * *

The *Historical Atlas of Canada* has had the largest first printing and initial sale of any book published by the University of Toronto Press. Bell Canada alone bought 1,300 copies, one for every secondary school and board of education in Ontario. Out of a printing of 34,000 English copies, 25,000 have been sold. Professor Emeritus Bill Dean of the Department of Geography is director of the project, and the designer is Geoffrey Matthews, chief cartographer at U of T. *Quill and Quire* calls the book a "cartographic triumph".

* * *

According to a new book, *Photocopying in Canadian Libraries*, 46 percent of library photocopying is from unpublished works like resumes, notes, letters and reports. When books are copied, 50 percent of the time they're American books and 34 percent of the time Canadian. When periodicals are copied, the figures are 62 percent to 18 percent.

* * *

The Daily Bread project of food collection on the U of T campus starts this year on Nov. 27. SAC is hoping that all members of the University community will bring donations of non-perishable food to drop-off boxes, which will be accessible at all times, though collections will be made only once a month.



DECEMBER 1-4, 1987

A joint anti-hunger campaign sponsored by Metro area credit unions, housing co-operatives, and FoodShare Metro Toronto.

More than 60,000 hungry people in Metro depend on charitable food agencies each month in order to survive. These food agencies, in turn, depend largely on public donations of canned goods and other non-perishable food items.

This December 1-4, approximately 100 Metro area credit unions and housing co-operatives, in co-operation with FoodShare, will participate in a special hunger awareness campaign and food drive for local food agencies.

We need your support!

Please plan to bring in canned goods, other non-perishable food items, and/or a cash donation, to this credit union during the week of December 1-4. Let's make this special pre-Christmas campaign a clear illustration of the co-operative spirit in Metro.



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Labour relations expert analyzes post office troubles

by Patrick Donohue

In the mid 1970's, John Kervin found himself sought after by the media for his comments on a Toronto secondary school teachers' strike that he'd been studying. Then came a post office strike. One of his media contacts asked whether Kervin had anything to say about that.

He may not have then, but he does now. That call launched him on an "intensive and intriguing" study. He has amassed a hoard of newspaper clippings, magazine articles, books, interviews, arbitration reports — anything he can find relating to Canada Post. A welcome change of pace from the analysis of data that comprises much of his work in the Centre for Industrial Relations, the post office study gives Kervin a taste of the day-to-day realities of labour relations.

He's also discovering some of the realities of dealing with the media. Some 40 interviews after that first call about the post office, Kervin fields questions about the corporation from radio stations in New Brunswick and newspapers in Winnipeg. An academic's role in such situations, he finds, is to provide an overview or an "informed appreciation" to offset the one-sided arguments of management and labour. "The media like someone who can call both sides crazy."

Sometimes, though, it's impossible to provide that balanced perspective because of the short time allotted. That's the trouble with the "12-second clip" using a professor's opinion merely to add spice to the news stew. "You get the feeling you're just keeping up the attention span of people who don't have much of an attention span." What particularly annoys Kervin about these brief exposures is that it's hard to squeeze in credit for U of T, let alone the Centre for Industrial Relations. If the media come to him looking for one of these "quickies", Kervin plays hard to get.

But proper interviews are quite another matter. He gladly endures the 5 a.m. wake-up call for an interview on CTV's Canada AM. He knows he's going to have a chance to give the many post office watchers throughout the country some new ideas to think about. Those ideas aren't meant to be scientific, he emphasizes. They're "hunches" gleaned from the process of looking at the post office and trying to answer the basic question: "Why the hell is this the way it is?"

Union contracts

One possible answer has to do with the national status of the letter carriers' and the inside workers' unions. Because they don't have separate contracts for locals, each of the unions has all its eggs in one contractual basket. Each union's success or failure — in its members' eyes — depends completely on the outcome of one negotiation. Not many unions have their fate tied to one contract. Most have several contracts throughout many locals. A big success in some locals can help the union save face over losses elsewhere.

Because the reputation of each postal union hangs on a single throw of the dice, pressure to win builds within the union. As Kervin puts it, "the internal political processes within the union are heightened." A pattern develops: a union leader rises up through the ranks of a militant local and becomes the national leader until ousted by a more radical member from below. In recent years, Jean Claude Parrot of the Cana-



John Kervin has found that being an expert on the post office can make an academic a media star.

dian Union of Postal Workers has proved to be an exception in that he has become more moderate yet has remained in power. Kervin thinks Parrot's longevity may be due to the precarious state of the economy in the early 1980s, which softened the inside workers' militancy.

But a recent decision by post office management is likely to cause an upsurge in union politicking. People need a sense of progression and of the possibility of promotion, especially in unpleasant jobs, Kervin points out. Now that the post office has decided to farm out many operations to franchisees, fewer inside workers seeking escape from the drudgery of sorting will capture highly prized wicket jobs. For workers who want to build careers, then, the best place to turn is union politics.

Blames size

Like many other analysts of labour strife in the post office, Kervin assigns a large portion of blame to the working conditions in the new, monster sorting plants. Although "remarkably efficient" from the point of view of engineering, they give the impression that "machinery came first and people came a distant second in terms of the layout." Kervin has been astonished to see inside workers wearing headphones to listen to the radio. He can well understand that listening to the radio provides a welcome relief from the noise of the plants. As a sociologist, though, he can't

nature, tended to have a moderating effect on their more radical junior colleagues.

But now that the senior workers have been thrust into the plants and have become "small fish in big ponds", their special skills are irrelevant. The resulting loss in prestige leads to a decline in job commitment among the senior workers. Consequently, they're less likely to keep the lid on the militancy of the younger workers.

Combative management

None of these problems is insuperable, Kervin believes. Underlying all of them, however, is a history of a combative style of management. Kervin doesn't claim any originality in pointing to that factor. Studies have been citing it for years — which demonstrates how resistant it is to change. A massive effort to improve labour relations began when Michael Warren became president of the crown corporation in 1981. His efforts were sabotaged by the inopportune release of a hard-line report on absenteeism. Suspecting ill will on the part of management, labour broke off the tentative dialogue Warren had managed to initiate.

In Kervin's view, Warren was the "last, best hope" of improved labour relations in the post office. The federal government, preoccupied with bringing down the corporation's deficit, didn't support Warren's thrust for better rapport with unions. Since his departure, the deficit has gone down slightly but labour relations — not to mention service — have worsened.

The government should not have intervened as quickly as it did in the recent rotating strikes by both letter carriers and inside workers, Kervin believes. When the government steps in to cut off strikes "for short-term political gain", nothing is resolved in the long run. Longer strikes would impress on the posties and the corporation that they have to find solutions to perennial problems. Academic studies have shown, moreover, that reports of losses to small businesses as a result of postal strikes have been vastly exaggerated.

Within five to eight years, Kervin hopes to pull together his observations on the post office in a published study. The face of the corporation may have changed somewhat by then. Kervin predicts that service will decline further to the point where there will be more "supermailboxes" in communities denied door-to-door delivery. There will be little improvement in labour relations. Postage rates will increase steadily but probably not beyond the rate of inflation.

In other words, the post office we love to hate will be with us for a long time, no matter how great the temptation for Ottawa to sell it to private business. "The government would love to do that but it would be politically unfeasible."

A New College 25th Anniversary Event "An Evening with Frances Hyland"

8 p.m., Tuesday, November 24, 1987

Wetmore Hall, 21 Classic Avenue
(between Spadina & Huron, 1 block south of Harbord)

Informal readings and open conversation on acting,
directing and theatre-lore with the award-winning star of
the Stratford Festival, the Shaw Festival, CBC television,
and London's West End.

Admission Free

Events

LECTURES

Symbols Mythology and a Common Memory.

Monday, November 28
University Prof. Em. Northrop Frye; Public Policy and the Canadian Collective lecture series. 3050 Sidney Smith Hall. 4 to 6 p.m. (Political Science)

Solving the "Jewish Question" in Nazi Europe: The Consciousness of the Bureaucratic Perpetrators.

Tuesday, November 24
Prof. Christopher Browning, Pacific Lutheran University, Tacoma; Joseph and Gertie Schwartz memorial lecture. 2110 Sidney Smith Hall. 2 p.m. (Jewish Studies)

Mystery Writing.

Tuesday, November 24
P.D. James, author. Convocation Hall. 8 p.m. Tickets \$5. Information 978-2651. (Trinity)

Applications of Molecular Biology to Medicine and Psychiatry.

Wednesday, November 25
Prof. Louis Siminovitch, Department of Medical Genetics, Medical Biophysics and Paediatrics, Main Auditorium, 18th floor, Mount Sinai Hospital. 12 noon. (Psychiatry)

Minoan Houses and Towns.

Wednesday, November 25
Prof. John McEnroe, Hamilton College, Clinton, NY. Lecture room, McLaughlin Planetarium. 5.15 p.m. (Toronto Society of the Archaeological Institute of America)

Civil Defence: Facts and Fantasies.

Wednesday, November 25
Dr. Ian Hastie, Wellesley Hospital. 179 University College. 8 p.m. (Science for Peace)

Masada: The Jews' Last Stronghold in the Light of Newly Found Documents.

Thursday, November 26
Prof. Hannah Cotton, Hebrew University. 2117 Sidney Smith Hall. 4.10 p.m. (Classical Studies)

Viking-Age Dynasties in Denmark.

Thursday, November 26
Prof. Niels Lund, University of Copenhagen. Common room, Pontifical Institute of Medieval Studies. 4.30 p.m. (Medieval Studies)

A Historical Perspective of Armenian Literature.

Friday, November 27
Prof. Jean-Pierre Mahé, Institut National des Langues et des Civilisations Orientales, Paris. Upper Library, Massey College. 11 a.m. (Middle East & Islamic Studies)

The Psychiatrist is First a Doctor: Thoughts on Gurus, Prophets, Magicians and Charlatans.

Sunday, November 29
Prof. Vivian Rakoff, Department of Psychiatry. Auditorium, Medical Sciences Building. 3 p.m. (Royal Canadian Institute)

The Media and a Sense of the Canadian Collectivity.

Monday, November 30
Mark Starowicz, CBC. 3050 Sidney Smith Hall. 4 to 6 p.m. (Political Science)

Justice and Necessity: The United States Invades a Neighbour.

Wednesday, December 2
Prof. Nathan Tarcov, University of Chicago; John M. Olin lecture in American political culture. Council Chamber, Alumni Hall, St. Michael's College, 121 St. Joseph St. 4 p.m. (Political Science and USMC)

In Tune with the World.

Thursday, December 3
Prof. Ben F. Meyer, McMaster University; annual Loneragan colloquium lecture. MacGilligan Hall, Regis College. 67 St. Nicholas St. 4.15 p.m. (Loneragan Research Institute of Regis College)

Militarism and Development.

Thursday, December 3
Prof. Meyer Brownstone, Office of International Cooperation. 179 University College. 8 p.m. (Science for Peace)

Looking Back from the 1990's.

Friday, December 4
Tom Wolfe, author and journalist; Toronto Star lecture series. The Politics of War. Convocation Hall. 8 p.m. Tickets \$19 and \$15, all seats reserved. (Bookroom and Toronto Star)

Shepard's Buried Child: A Director's View.

Monday, December 7
James Mitchell, artistic director of Another Stage. R-3205A, Scarborough College. 2 p.m.

Social Work and Aging: Toward a Feminist Practice.

Monday, December 7
Ruth Goodman, Jewish Home for the Aged at Baycrest; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. (Women's Studies in Education, OISE)

COLLOQUIA

Gamma-Ray Bursts.

Wednesday, November 25
Prof. Bohdan Paczynski, Princeton University. 137 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

Hadrons, Quarks, Chromodynamics.

Thursday, November 26
Prof. Gabriel Karl, University of Guelph. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

Galactic Halos and Angular Momentum.

Wednesday, December 2
Peter Quinn, Space Telescope Science Institute. 137 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

Scanning Tunnelling Microscopy.

Thursday, December 3
Prof. J.A. Colovchenko, Harvard University. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Wilketts St., by the following times:

Issue of December 7, for events taking place Dec. 7 to Jan. 11:
Monday, November 23
Issue of January 11, for events taking place Jan. 11 to 25:
Friday, December 18

SEMINARS

Beyond Intentionalism and Functionalism: A Reassessment of Nazi Jewish Policy: 1939-41.

Monday, November 23
Prof. Christopher Browning, Pacific Lutheran University, Tacoma. 144 University College. 3 p.m. (Jewish Studies and Joseph and Gertie Schwartz Memorial Lectures)

The Toxicology of Ethanol and Methylmercury in Combination.

Tuesday, November 24
Prof. Christopher Turner, Faculty of Pharmacy. 519 Pharmacy Building. 9 a.m. (Pharmacy)

Fine Structure Microanalysis of Chromatin, Bone and Other Animal Tissues Using Electron Energy Loss.

Tuesday, November 24
Dr. F.P. Ottensmeyer, Ontario Cancer Institute. 107 Ramsey Wright Zoological Laboratories. 12 noon.

Selection of Candidates for the Pre-Internship Program: The Objective Structured Clinical Exam.

Wednesday, November 25
Profs. Robert Cohen, John Ross and Arthur Rothman, Faculty of Medicine. 3163 Medical Sciences Building. 5 p.m. (Studies in Medical Education)

Behavioural Ecology and Life History Evolution in the Alcidae (Diving Seabirds).

Thursday, November 26
Prof. Ron Ydenberg, Simon Fraser University. 107 Ramsey Wright Zoological Laboratories. 4 p.m.

Nature and the Narrator in Tolstoy's *Hadji Murad*.

Thursday, November 26
Donna T. Orwin, Centre for Russian & East European Studies. Upper Library, Massey College. 4 to 6 p.m. (GRES)

Proliferative Signals during Amphibian Limb Regeneration.

Thursday, November 26
Prof. Morton Globus, University of Waterloo. 2082 South Building, Erindale College. 4.30 p.m. (Erindale Biology)

Libraries and Archives in France.

Friday, November 27
Profs. John McClelland and David Smith, Department of French; final in series Libraries and Archives of Europe. 321 Pratt Library, Victoria College. 2 to 4 p.m. (Reformation & Renaissance Studies)

Genetic Studies of the Origin of the Phenotype of a Recently Evolved Annual Species.

Friday, November 27
Prof. Soren Brauner, Ashland College. 7 Botany Building. 3.30 p.m.

Carcinogen-DNA Interactions: From Nucleotide to Oncogene.

Tuesday, December 1
Dr. Michael Archer, Princess Margaret Hospital. 519 Pharmacy Building. 9 a.m. (Pharmacy)

Two Possible Pathogenetic Mechanisms for Virus Induced Diabetes Mellitus.

Tuesday, December 1
Prof. Ji Won Yoon, University of Calgary. Room 814, 3rd floor, Charlie Conacher Research Wing, Toronto General Hospital. 5 p.m. (Banting & Best Diabetes Centre)

Revival of Technological Theory in Communication Research.

Wednesday, December 2
Prof. Elihu Katz, Hebrew University of Jerusalem. Debates Room, Hart House. 12 noon. (McLuhan Program)

Polygyny and Infanticide in Tree Swallows.

Thursday, December 3
Prof. Raleigh Robertson, Queen's University. 107 Ramsey Wright Zoological Laboratories. 4 p.m.

Studies on the Adherence of Periodontal Pathogens.

Thursday, December 3
Prof. Richard Ellen, Faculty of Dentistry. 2082 South Building, Erindale College. 4.30 p.m. (Erindale Biology)

Quantitative Leaf Architecture of Poplars with Notes on Molecular Phylogenetics of Morning-glories.

Friday, December 4
Prof. J.E. Eckenwalder, Department of Botany. 7 Botany Building. 3.30 p.m.

Word Recognition: A New Theory of Acquisition, Skill Performance and Dyslexia.

Monday, December 7
Prof. Mark Sadenberg, McGill University; Literacy & Computing series. Coach House, 39A Queen's Park Cres. E. 4 p.m. (McLuhan Program)

Linguistic and Philosophical Aspects of Dharmakirti's Text: *Pramanavartika*.

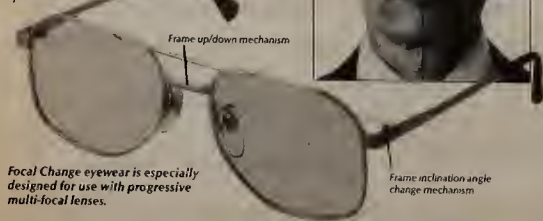
Monday, December 7
Brendan Gillon, post-doctoral fellow. 2090A Sidney Smith Hall. 3 p.m. (South Asian Studies)

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U of T United Way: Doer's Profile

Name: Phyllis Jones
Title: Dean, Faculty of Nursing
Origins: Barrie, Ontario
Why I Help: "I believe that the work of the Victorian Order of Nurses is very important, indeed vital, to the community, and if I can make a contribution through Board and committee involvement then I'm pleased to be able to do so. These nurses visit the homes to care for the ill and assist their families in caring for them. They perform an essential health care service."
Favourite Charity: The United Way
Latest Achievement: "Finishing a manuscript for a chapter in a book about nursing."
Latest Book Read: *The Perfect Spy* by John LeCarre
Hobbies: Reading, walking, cross-country skiing and cooking.

MEETINGS & CONFERENCES

Visual Data Representations: Coping with Overload and Improving our Insight.

Friday, November 27
Research Challenges Day 1987 will present a wide range of speakers from various backgrounds and disciplines. Emerging possibilities in such areas as engineering design, accounting, team sports instruction, wildlife management, city planning, architecture, chemical databases and models, etc. will be explored. Siegfried Hall, St. Jerome's College, University of Waterloo.

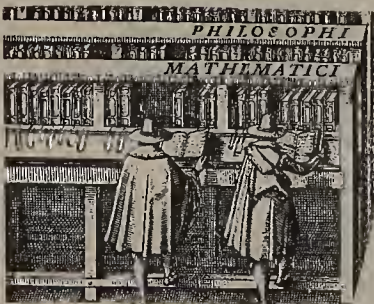
Free members of the Cooperative on Information Technology (affiliates and subscribers) \$45, non-members \$75, students \$15. For program and information call Judy Borodin at 978-3460. (Cooperative on Information Technology)

Kenneth Burke: Literature and Language as Symbolic Action.

Saturday, November 28
Prof. Greig Henderson, Department of English; meeting of Toronto Semiotic Circle. 205 Northrop Frye Hall, Victoria College. 10.30 a.m.

Governing Council.

Thursday, December 3
Council Chamber, Simcoe Hall. 4.30 p.m.



The last seminar in the series Libraries and Archives of Europe will be held Nov. 27. See Seminars for details.

FILMS

Innis Fall Film Program.

Thursday, November 26
Water Wrackets; Windows; Dear Phone; H is for House; A Walk through H; Vertical Features Remake.

Thursday, December 3
Daisies. Innis College Town Hall. 7 p.m.
Information: 588-8940 or 978-7790.



Gallery Club

DECEMBER 2 to 11

CHRISTMAS MENU

* first course *

Timbale of Salmon and Sole Remoulade

or

Gormandine of Smoked Goose Waldorf

or

Vegetable Terrine with Quail Egg

* second course *

Oxtail Consommé with Caraway Straw

or

Broccoli and Cheddar Cheese Chowder

or

Winter Leaves

Seasonal Mixed Greens with Juliennes of Leeks, Beets and Hearts of Palms, Raspberry Vinaigrette

* third course *

Roast Young Turkey with Glazed Chestnuts \$18.75

or

Breast of Pheasant Grand Veneur \$20.95

or

Roast Stuffed Loin of Lamb with Egg-Plant Caviar \$19.75

or

Seafood Cardinal with Spinach Savarin \$21.50

or

Filet of Beef Wellington \$22.50

or

Baked Festival Ham with Apple Cider \$17.95

* fourth course *

Hot Minced Meat Pie

or

Christmas Pudding with Brandy Sauce

or

White Chocolate Mousse with Fresh Strawberry

Tea and Coffee

FOR RESERVATIONS
call 978-2445

DINING ROOM HOURS: Monday through Friday 5:30 to 7:30 pm
LOUNGE: open 11:30 am to 10:00 pm Monday through Friday

MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

University Singers.

Wednesday, November 25
Lee Willingham, conductor.
Walter Hall. 8 p.m.
Tickets \$3.

Thursday Noon Series.

Thursday, November 26
John Arpin, piano.

Thursday, December 3
Music by student composers.
Walter Hall. 12.15 p.m.

Opera Excerpts.

Friday, November 27 and
Saturday, November 28
Fully staged and costumed
scenes from the operatic
repertoire. MacMillan
Theatre. 8 p.m.
Tickets \$5, students and
seniors \$3.

U of T Chamber Strings.

Monday, November 30
David Zafer, director.
Walter Hall. 8 p.m.
Tickets \$3.

Faculty of Music Women's Chorus.

Wednesday, December 2
Michael Coghlan, conductor.
Walter Hall. 8 p.m.
Tickets \$3.

U of T Guitar Ensemble.

Friday, December 4
Eli Kassner, director;
Timothy Phelan, conductor.
Walter Hall. 8 p.m.
Tickets \$3.

U of T Jazz Ensemble.

Saturday, December 5
Phil Nunnans, director.
MacMillan Theatre. 8 p.m.
Tickets \$5, students and
seniors \$3.

U of T Concert Band.

Sunday, December 6
Melvin Berman and Wayne
Jeffrey, conductors. Mac-
Millan Theatre. 3 p.m.
Tickets \$3.

U of T Concert Choir.

Monday, December 7
Robert Cooper, conductor.
Walter Hall. 8 p.m.
Tickets \$3.

Information on all events in
the Edward Johnson
Building available from the
box office, 978-3744.

ROYAL CONSER- VATORY OF MUSIC

Royal Conservatory Orchestra.

Friday, November 27
Wayne Jeffrey, conductor.
Concert Hall. 8 p.m.
Tickets \$9, students and
seniors \$6. RCM box office
978-5470.

New Music Concerts.

Saturday, November 28
Composer's world; profile
Louis Andriessen and John
Burke. Concert Hall.
10.30 a.m.
Tickets \$3, free to conser-
vatory students and New
Music Concerts subscribers.

Noon Hour Series.

Tuesday, December 1
Trio Lyrika: Annalee
Fatipatanakoon, violin;
Roman Borys, cello; and
Marie Fahi, piano.

Wednesday, December 2
Artur Jansors, viola and
Marilyn Dallman, piano. Con-
cert Hall. 12.15 p.m.

Orpheus Choir of Toronto.

Friday, December 4
First in series of three con-
certs. Grace Church-on-the-
Hill, 300 Lonsdale Rd.
8.15 p.m.
Subscription series \$25;
single tickets \$9 or \$10 at the
door, students and seniors
\$7.

Information: 978-8231.
(RCM Choral Program)

Art Gallery Sunday Concerts.

Sunday, December 6
Conservatory Singers; Giles
Bryant, conductor. Walker
Court, Art Gallery of On-
tario. 3 p.m.

Information on all Conser-
vatory concerts available
from the publicity office,
978-3771.

Music from Sharon.

Sunday, November 29
Lawrence Cherney, oboe;
Michael Bloss, piano and
harpichord; and Wendy
Humphreys, soprano.
Meeting Place, Scarborough
College. 3 p.m.

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EXHIBITIONS

ROBERTS LIBRARY

Anne Frank and her Diary.

To November 25
Through photographs and documents, Anne Frank's life is traced from the time of her birth, through the period of her family's hiding, to her death in a concentration camp; produced by the Anne Frank Center, New York and sponsored by B'nai B'rith Hillel Foundation and the Jewish Students' Union. Main Display Area.

The Wonder of Origami.

To November 25
The art of paperfolding by Timothy Murphy, Thousand Crane Paper Folding. South entrance, lobby display case.

Croatia: Land, People, Culture.

December 2 to December 23
The culture of Croatia is depicted through folk art, costumes, books, illustrations, maps and posters; sponsored by HISAK-CSAC Croatian School of America, Canada, Australia and Europe. Main Display Area. Hours: Monday to Friday, 8.30 a.m. to midnight; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 10 p.m.

ERINDALE COLLEGE

Eye of the Intellect. Barker Fairley: Portraits of his Colleagues.

To November 30
Represents five decades of paintings. Art Gallery, South Building. Gallery hours: Daily, 1 to 5 p.m.

FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Warren H. Manning: Landscape Architect, 1860-1938.

To December 10
Original drawings from the Warren H. Manning Collection at Iowa State University. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE

Innovation: Subject and Technique.

To December 11
Features prints by 42 artists from across Canada, co-sponsored by the Print & Drawing Council of Canada. The Gallery and Bladen Library. Hours: Monday to Friday, 11 a.m. to 4 p.m.

PLAYS & READINGS

Broken Silence.

Tuesday, November 24
Adapted from book by André Stein. Studio Theatre, Erindale College. 5 p.m. Tickets \$3. Information: 828-5214.

Flavia Cosma and Désirée Szucsany.

Wednesday, November 25
A reading of their work in the original and in English versions. Innis College Town Hall. (Innis)

JUSTINA M. BARNICKE GALLERY, HART HOUSE

Printshops of Canada.

To December 17
Both Galleries. Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY

Ex Bibliotheca Vogriana Gilberti Bagnani: An Exhibition of Books from the Bequest of Gilbert Bagnani.

To December 23
An exhibition of books from the Bagnani collection. 2nd floor.

The Way We Were in 1887.

To December 31
A photographic display. Reading Room, University Archives, 4th floor. Hours: Monday to Friday, 9 a.m. to 5 p.m.

As You Like It.

Wednesdays to Sundays, November 25 to December 6
By William Shakespeare. Graduate Centre for Study of Drama production, 1987-88 season. Robert Cill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday, 2 p.m. Tickets \$6, students and seniors \$4. Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7886.

Pier Giorgio di Cicco.

Monday, November 30
Poet reads from his work. UC Union, 79 St. George St. 4.15 p.m. (UC)

MISCELLANY

An Evening with Frances Hyland.

Tuesday, November 24
Informal readings and open conversation on acting, directing and theatre lore. Wetmore Hall, New College. 8 p.m. (New)

From Free Speech to Democratic Dialogue.

Wednesday, November 25
Prof. Alan Hutchinson, Osgoode Hall; legal theory workshop series. Solarium, Falconer Hall, Faculty of Law. 12 noon to 2 p.m. Fee \$3. Information and registration: Joyce Williams, 978-6767. (Law)

Dante's Ulysses and the Homeric Tradition.

Wednesday, November 25
Aspects of Medieval and Renaissance Culture lunch-time video series. 004 Northrop Frye Hall. 12.15 p.m. (Renaissance Studies)

The Medieval Universe: The Stars.

Wednesday, December 2
Aspects of Medieval and Renaissance Culture lunch-time video series. 004 Northrop Frye Hall. 12.15 p.m. (Renaissance Studies)

Constructing Transactions: Some Perspectives on Contract as Organization.

Wednesday, December 2
Prof. Toni Williams, visiting

professor, University of London; law and economics workshop series. Solarium, Falconer Hall, Faculty of Law. 12 noon to 1.45 p.m. Fee \$3. Information and registration: Joyce Williams, 978-6767. (Law)

Economic Assumptions in Takeover Reform.

Friday, December 4
Prof. Mary Stokes, Oxford University; legal theory workshop series. Solarium, Falconer Hall, Faculty of Law. 1 to 3 p.m. Fee \$3. Information and registration: Joyce Williams, 978-6767. (Law)

PHD ORALS

Please contact the PhD oral examinations office at 978-5258 for information regarding time and location for these listings.

Friday, November 27

Cecilia Myra Benoit, Department of Sociology, "Midwives in Passage: A Case Study of Occupational Change." Prof. R. Brym. Brian Paul Padley, Department of Physics, "A Measurement of the Tauon Lifetime." Prof. T.S. Yoon. Terri Elizabeth Richard, Department of Psychology, "Towards the Emergence of a Theory of Suicide." Prof. L. Kramers.

Tuesday, December 1

Francis Mangubhai, Department of Education, "The Processing of Input by Beginning Second Language Learners: Five Case Studies." Prof. M. Swain. Martin Barr Weatherston, Department of Philosophy, "Categories and Temporality: Heidegger's Interpretation of Kant." Prof. G.A. Nicholson.

Thursday, December 3

Norbert Kartner, Department of Medical Biophysics, "The Multidrug Resistance Phenotype." Prof. V. Ling.

Chukwuyem Odiah, Faculty of Social Work, "Identification of Gaps in Social Work Education in Nigeria." Prof. R. Carber.

Friday, December 4

Jonathan Glenn Black, Centre for Medieval Studies, "The Daily Cursum, the Week, and the Psalter in the Divine Office and in Carolingian Devotion." Prof. R. Reynolds.

Natalie Rewa, Graduate Centre for the Study of Drama, "Garrison and Amateur Theatricals in Quebec City and Kingston during the British Regime." Profs. L.E. Doucette and A. Saddlemyer.

Monday, December 7

Ching-Shing Huang, Faculty of Dentistry, "Input-Output Characteristics of Cerebral Cortical Regions Involved in the Control of Orofacial Movement in the Primate." Prof. B.J. Sessle.

Olga Jean Roman, Department of Community Health, "Negotiation between Nurses and Elderly Patients in Hospital and Community Settings." Prof. V. Marshall.

Tuesday, December 8

David E. Laudensack, Department of Botany, "Characterization of Cenes Encoding Iron-Regulated Polypeptides in the Cyanobacterium *Anacystis nidulans* R2." Prof. N.A. Straus.

Lee Michael Oattes, Department of Astronomy, "The Luminosity Function of Standard Candles in an Inhomogeneous Cosmology." Prof. C.C. Dyer.

Diana Lubow Versegny, Department of Geography, "On the Measurement and Modelling of Radiative Exchange between Building Surfaces." Prof. S. Munro.

Wednesday, December 9

Robert France, Department of Botany, "Ecotoxicology Study of the Response of *Hyalella azteca* (Amphipoda) to Acidification in Softwater Environments." Prof. P. Stokes.

Thursday, December 10

Helene Godmaire, Department of Botany, "The *Myriophyllum spicatum* L. - epiphyte complex: A Study of the Carbon Community Metabolism." Prof. C. Nalewajko.

Andrea Rae Vechter, Department of Education, "Je suis la langue: An Alternative Approach to Second Language Learning." Prof. P. Allen.

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Evaluating jobs for pay equity

by Rose Marie Harrop

Here's a riddle for you. When is a dollar not a dollar? When it's earned by a woman! Women working full-time in Ontario earn 63 cents for every dollar earned by men. Women at the University of Toronto, by my calculations, earn 74 cents for every dollar earned by men. Three-quarters of us at the University earn under the median salary: two-thirds of men earn over the median. These differentials may be due to several factors — education, experience, the length of time worked. But fully a quarter to a half of the wage gap is due to undervaluation of the work that women have traditionally done. In evaluating the situation at the University, we have to take into account our need for highly skilled and educated workers. There is not likely much of a gap due to education in this institution.

Pay equity legislation is a response to already documented inequity. Bill 154, which sets a legal framework for pay equity in Ontario, will soon be proclaimed law. Pay equity applies to the University of Toronto. What will happen to everyday attitudes and practices and to the institutional organization that maintains undervaluation, job ranking and ghettoization? Will the wage gap be closed? Will women participate more widely and more equally because of fairly valued work?

Where inequity is established, the possibility of building justice and fair practice exists. The report of the Royal Commission on the Status of Women did just that by documenting in 1970 the seriously disadvantaged position of women in the workplace. The major recommendations were for equal pay and equal opportunity for women.

Beyond equal pay for equal work is equal pay for work of equal value. This concept was legislated in the Canadian Human Rights Act of 1978. While the terms of the act are useful, the effect of the act is relatively insignificant since there are no goals, no timetables and no enforcement methods. Further, because the complaint mechanism is activated by individuals, an individual complainant must have a high commitment to a slow and costly procedure. Awareness of these items is important in judging the potential of the new legislation.

What is significant about the Human Rights Act is that it embodies a systemic definition of discrimination.

Actions can be evaluated for discrimination without proving individual intent (in the workplace, the employer's intent) to discriminate. A

"We need to teach ourselves to think in new terms."

systemic definition, in recognizing the social context which produces discriminatory action, removes the impact of personal blame and allows us to get on with corrective measures. This is a key concept in pay equity.

The report of the Royal Commission on Employment Equity in 1984 was the next major landmark. The Abella commission's mandate was to promote employment opportunities and eliminate systemic discrimination. The consequence of being a target of systemic discrimination simply by being disabled, a native person, a member of a visible minority or a woman is clearly negative. The report contains significant recommendations for redress to all groups. For the first time in this sphere, the connection was made between responsibilities to a workplace and responsibilities



Rose Marie Harrop: an examination of women's work

to a family. The right to adequate, accessible and affordable day care and reasonable access to work is underlined in the report.

Is it true that by 1984 everyone was understanding the consequences of not being a white, fit, probably Canadian-born, heterosexual, and likely somewhat privileged, male? Was our understanding of what it means *not* to be part of the dominant culture stamped complete with the writing into the Charter of Rights Section 15, which guarantees the right to equality for all Canadians?

Spelling out a framework for equity does not guarantee changed attitudes, changed language or changed practices. While it's true that no one person is to blame, the truth of the matter is that few affirmative action programs were initiated from 1978. Only in 1986 did the University of Toronto, a rather large-scale and public employer, become subject to federal "contract compliance" legislation. We have done little to alter inequities. Witness the debate on hiring equity in recent letters pages of the *Bulletin*.

We do have, however, a new opportunity in pay equity. Where do we find systemic discrimination in employment practices? As well as in pay, gender-bias can be demonstrated in hiring, promotion and firing procedures, in job evaluation and performance appraisal systems, in management systems, in occupational health and safety areas, in technological change provisions and in arrangements for the care of children, the aged and the ill. The language of institutions is loaded with bias, both in what is said and what is valued, and in what is not said and what is not valued.

Will the pay equity legislation close the wage gap? Not likely! But we can work to this goal. There is considerable criticism of the shortcomings of Bill 154, some of it applicable to this institution. One of the most serious issues is that the legislation sets only minimum goals for pay-out. Goals are excellent, but this statement may establish what is "good

enough". Pay equity is a moral and ethical issue, not just a cost issue. What is "good enough" and what is reckoned only in terms of cost may not be fair. Pay equity may become caught in conflicting priorities.

At the University, preparations are under way in the advent of the legislation. In the 1986 salary discussions, the staff association and the administration agreed to establish a working group on equal pay for work of equal value. The working group is soon to report. It has been trying to establish the crucial elements in a new job evaluation system as a first step in the implementation of pay equity.

While Bill 154 does not require a job evaluation system — there are other ways of establishing more equitable wages: salaries in female-dominated job-classes could be brought to the minimum rate for male-dominated job-classes or increases might be granted to the base salary in all female-dominated job-classes — a new evaluation system for the institution is necessary. And a new system informed with the commitment we have to employment equity for all designated groups should ensure a measure of success.

Bill 154 does require the evaluation of jobs through the application of four factors: skill, effort, responsibility and working conditions. Bill 154 does require that the evaluation system be gender-blind.

In sectors that have a collective agreement, a plan must be negotiated in the two years allowed following proclamation of the bill. Negotiation of pay equity is kept separate from other negotiations — as it should be. In sectors without a collective agreement, the employer is free to develop a pay equity plan and nail it to the doorpost two years later. The University of Toronto Staff Association and the administration did agree to the establishment of a presidential advisory committee on a pay equity plan in last June's salary discussions. The committee has not yet been established.

To develop, implement and monitor an equity-based job evaluation system is a challenge. We need to recognize first of all that to be free of gender-bias is to

value work traditionally done by women. We might begin with those four factors of skill, effort, responsibility and working conditions. Chart these across the top of a blank page. Down one side list the objectives of the University; then, enter the tasks we do in words that speak of their value to the University. Compare continually with our current job descriptions. We are a human framework without which the stated objectives of the University could not be met.

We need to teach ourselves to think in new terms. Abandon statements such as "I'm just doing x." Abandon descriptions that trivialize by relegating important, and sometimes dangerous, tasks to the routine and repetitious. Import is not diminished because a task is ordinary and often repeated. Begin to wonder if, for example, secretaries aren't at least equivalent in skill and responsibility to electricians. Think about the well-ordered labs maintained, often with hazardous materials, by technicians. What would happen to research and to the teaching of doctoral candidates without us?

Ask whether recognition gained and paid for in some jobs shouldn't be compensated for in other jobs. Cooks and cleaners, for example, work in isolation: do we value their invisibility? Ask why technological change generally upgrades work ascribed to men and generally downgrades work ascribed to women. Ask why manual labour is rewarded and what kind of manual labour is rewarded and why in some occupations and not others. Is there imbalance in that responsibility for tangible property is often given higher reward than responsibility for persons?

Where work is female-dominated, we must be aware that it does not automatically have a low level of responsibility. What may be lacking is the skill required to identify the responsibility involved! In the University, an integral part of maintaining excellent relationships with faculty and students is responsibility for people and constant decision-making about priorities. Further, this task requires the development of cooperative working relationships among staff. We must begin to ask ourselves these kinds of questions and apply new criteria to our work.

The full participation of all staff is essential to describing, valuing and monitoring the work we know best. The task is on-going: Bill 154 may simply help to move us another step forward. It is not a task only for outside experts; we are all expert in our work and can become more so. Starting right now, we need to get involved in the task of implementation. Starting right now, we need to develop language that newly describes our work and that says how it counts. And in 100-cent dollars.

Rose Marie Harrop is a counselling therapist at the Counselling & Learning Skills Service and a vice-president of the University of Toronto Staff Association.

RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Diabetes Canada
Diabetes Canada offers personnel support in six categories:
scholarships — for newly appointed faculty members;
fellowships — to support students holding an MD, DDS, DVM or PhD degree;

graduate studentships — for graduate studies leading to a master's or PhD degree;
studentships — to support graduate students undertaking full-time training in diabetes-related research;
bursaries — to enable health professionals to pursue graduate studies (master's or doctoral degree);
traineeships — offered to health professionals for further training in a diabetes-related area.

Further details and application forms may be obtained from ORA. Deadline for all categories is December 1.

Health & Welfare Canada
A number of changes have been made to the application procedure and allowable budget items for NHRDP research grant proposals. Investigators submitting applications for the December 1 deadline are advised to

review the National Health Research & Development Projects Guide 1987-88. This guidebook and appropriate program application forms may be obtained from either the research office of the Faculty of Medicine or ORA.

Investigators whose research involves animals or biohazards must now submit a statement to NHRDP that certifies appropriate ethics approval. ORA forms 2 and 10, which are internal University documents, are not acceptable for this purpose. ORA will supply a statement upon request for NHRDP purposes at the time of application.

Savoy Foundation
A limited number of studentships are available to graduate students undertaking full-time training leading to an MSc, PhD or equivalent degree. Students' projects must be under the supervision of investigators in the biological, behavioural or social sciences with a focus on epilepsy.

Studentships are for one year, with a stipend of \$12,000 and a research allowance of \$1,000. Further information and application forms may be obtained from the research office of the Faculty of Medicine or ORA. Deadline for 1988-89 is January 15. Please note that this is a change from previous years.

U of T Connaught New Staff Grants
The Jan. 15 competition for Connaught new staff grants has been cancelled. All department chairs as well as prospective applicants should watch for future announcements in Research News of changes in this program.

Upcoming Deadline Dates
American Council of Learned Societies (for American citizens or permanent residents only) — grants for Chinese studies; grants for East European studies: December 1.

grants-in-aid: December 15.
Amyotrophic Lateral Sclerosis Society (US) — abstract (for Jan. 15 application): December 1.

Canadian Heart Foundation — junior personnel awards; stroke research fellowships: December 1.

Canadian Life Insurance Association — scholarships (nominations): December 15.

Canadian Lung Association (Physiotherapy Section) — fellowships: December 1.

CNIB (E. A. Baker Foundation) — research grants; fellowships: December 1.

Damon Runyon-Walter Winchell Cancer Fund — fellowships: December 15.

Lady Davis Fellowship Trust — personnel awards: November 30.

Diabetes Canada — scholarships; fellowships; studentships; bursaries and traineeships: December 1.

Fisheries & Oceans — research grants, in Ottawa: December 31.

Gerontology Research Council of Ontario — advanced student bursaries; research fellowships: December 1.

Hannah Institute for the History of Medicine — studentships (please note change): December 1.

Health & Welfare Canada (NHRDP) — research projects; studies; demonstration projects; preliminary development projects: December 1.

Huntington Society of Canada — fellowships; research grants: December 31.

Imperial Oil — research grants (please note change): January 15.

International Union Against Cancer — Yanagisawa-Yoshida memorial international cancer study grants: December 31.

Japan Foundation — fellowships, institutional support, library support, teaching materials, training in Japanese language, publication assistance: December 1.

Medical Research Council — centennial fellowships; fellowships (new and renewal); studentships (new): December 1.

Ministry of Colleges & Universities — University Research Incentive Fund: November 30.

Muscular Dystrophy Association (US) — post-doctoral awards; research grants; research grants (clinical): November 30.

Ontario Mental Health Foundation — clinical research and development scientists; conference; publication program; research associateships; research fellowships; long-term fellowships; training awards; research scholarships: November 30.

Ontario Thoracic Society — research projects: December 15.

U of T, Humanities & Social Sciences Committee of the Research Board — grants-in-aid: December 1; conference travel grants: December 15.

Connaught new staff grants — January 15 competition cancelled.

Whitehall Foundation — research grants: December 1.

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Nuclear reactors carry too many risks

Re: "Nuclear reactor gets a new lease on life" (*Bulletin*, Oct. 13) about rejuvenation plans for U of T's Slowpoke facility.

Ron Hancock, reactor operator, calls for "healthy scepticism" among the public towards nuclear reactors. However, he's reported as saying that public nervousness about nuclear reactors often exists without rational cause. "It's like the fear some people have of snakes. They may not be able to explain it," he says.

I'm not afraid of snakes, but perhaps I can explain it. Citizens should be careful not to swallow blindly the claims of those who have strong vested interests in what they're selling — in this case nuclear energy. First, Canadians ought to be aware of a perverse, obscure federal law called the Nuclear Liability Act. Under this legislation, the federal government has agreed to keep the operators of nuclear energy plants (and their parts' manufacturers) off the legal hook from citizens' claims should a reactor accident throw our lives and health into chaos. No insurance company will cover our homes and property from nuclear accidents; they know the risk is too high. However, the Nuclear Liability Act bestows upon the nuclear industry a virtual exempt-from-responsibility clause not enjoyed by any other manufacturer. If proponents of nuclear power expect to convince us of their grand safety claims, we might well ask why they are battling Energy Probe and other public interest groups in the courts to retain the Nuclear Liability Act. If they won't even insure them-

selves, how are we to be comfortable with their safety assurances?

Not only does our government see to it that we have little legal recourse once a nuclear accident has occurred: we also are denied planning input before atomic catastrophe strikes. In Canada major nuclear decisions are made by nuclear industry insiders, independent of democratic public participation. The Atomic Energy Control Board (AECB) has never held a licensing or rule-making hearing in public (*Toronto Star*, May 15, 1986).

Not only does the general public not have a say in nuclear policy; neither, apparently, do the workers. Atomic

workers are subjected to the radiation dose standards set by the International Commission on Radiological Protection (ICRP), a self-perpetuating fraternity of nuclear industry bureaucrats. In her 1985 book *No Immediate Danger: Prognosis for a Radioactive Earth*, Dr. Rosalie Bertell reports (among other things) that the ICRP has never taken a public position against the following: above-ground nuclear testing, radiation experimentation on humans, reduction of exposure of uranium miners to radon gas, etc.

Furthermore, the use of nuclear technology and the inherent waste it creates has caused many governments

to call upon armed guards to enforce energy policy against peacefully assembled, unarmed, protesting bodies of citizens. Take note, Ron Hancock: these people aren't protesting snakes, and they have a pretty valid reason why they're there!

The University of Toronto and granting agencies that support research are paid for by the public. As a taxpayer and voter, I would applaud efforts made by these institutions to foster R&D into ecologically safer non-nuclear energy options that better serve Canadians.

Anne Hansen
Department of Medicine

Fairness and honesty in hiring must be inspired, not regulated

I am retired and I no longer live in Toronto, so I receive the *Bulletin* late. I have followed the correspondence about sex discrimination in hiring, and perhaps at this late date my comments are somewhat irrelevant to the discussion; nevertheless, I would like to make them. (Let us not say "gender" — people are not nouns or adjectives to be declined, even if they may suffer decline and fall.)

I was chairman of the Department of Physics for five years. I have been president of UTFA and also grievance officer, and I have been a vice-president of CAUT. During my time as chairman of physics, there was only one woman who applied for a faculty position in the department, and she decided that she did not want to live in Toronto. I also

made an unsolicited offer at the level of full professor to a woman physicist who turned it down because, among other things, we could not find a position nearby for her husband.

My recollection of the grievances which I have championed is that about half of them concerned women, even though women on the faculty number far less than half. I do not deny that there is, and has been a problem here, but to ascribe it all to deliberate or unconscious bias against women is just not fair.

I am an elitist as far as the University is concerned. If the University cannot pride itself on having the best faculty available, it is not fulfilling its purpose. Merit, and that alone, should be the criterion for hiring, tenure and promotion. Other qualities in the faculty might add quaintness or flamboyance, but that is all they should do, and they should not play any part in hiring, etc.

Hiring is supposed to be on merit alone even now. Some of your correspondents have expressed concern about how they might demonstrate that one candidate is superior to another and have raised the bogey of who should be the judge to whom this demonstration must be made. The present regulations as they are now exercised preclude discrimination, and all appointments have to be approved by the dean and the provost. The proposed regulations would do little to change this situation.


This is the difficulty: how do the dean and the provost know whether departments are following the spirit of the regulations in an institution as large as the University of Toronto? I once asked David Strangway, when he was provost, how he could ensure that standards were being uniformly applied across the whole University. He admitted it was quite difficult, and his desire not to be just a rubber stamp was one of the reasons he introduced periodic reviews. This action did not endear him to many of the faculty, who considered it an intrusion and a denial of academic freedom. I can understand both points of view, but academic freedom, like any other freedom, carries the duty to be honest and to refrain from abuse.

It is not fair to blame the present situation entirely on male prejudice. When mores are changing, there will always be some people in the vanguard and others in the rear. As an example, the equal rights amendment to the US constitution was not defeated by male chauvinists alone. One of the reasons why there are not as many female

graduate students as males is undoubtedly that a woman has a socially acceptable alternative not available to a man, who must make a career. Some faculty wives view female graduate students and faculty as a threat and put pressure on their husbands not to engage such people. Not many men will admit this for fear of the ridicule in male society attached to being hen-pecked, but many may think it prudent not to take the risk. When I first came to the University of Toronto, I heard several times of a very beautiful graduate student who had been regarded as a threat by several faculty wives, until, at one departmental party, she announced loudly, "Don't worry, ladies. Your husbands are in no danger from me. They don't earn enough." I once offered a position as a research assistant to a young woman who was about to graduate with a BSc. Her first question was, "Is this woman's work?" She was not prepared to take a position that was not sufficiently feminine. Admittedly, all this is anecdotal, but examples speak more clearly than the statistics derived from them, and these anecdotes just go to show that the problem is deeper than some would like to think it to be.

Admitting that the situation is not as it should be, we might ask, "What then is the remedy?" I do not believe it lies in regulation. I remember an acquaintance of mine in my student days remarking: "Show me a regulation, and I will show you how I can pervert it to my advantage." Legislation defines only the least acceptable level of conduct, and this can be pretty low. The remedy lies rather in something akin to evangelization. The question is, where is the charismatic leader who can enthrone the faculty to a spirit of fairness and honesty?

J.M. Daniels
Princeton Junction, NJ



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Proposed hiring policy could hurt female academics

At risk of adding to the silliness surrounding the guidelines on hiring, I feel it necessary to mention that many academic women are sufficiently competent to withstand scrutiny, without need for this sort of patronizing special treatment. Perhaps an anecdote will illustrate.

When I was a PhD student (not at U of T) in the mid-1970s, a US department of political science telephoned our department and asked them to recommend a skilled methodologist. My name was mentioned. In that hey-day of affirmative action, my professor added "And you'll be glad to know that she's a woman." "Oh, no" was the response. "We already have a woman. Whom do you have who's a skilled methodologist?"

The point of this story is not to illustrate sexism in hiring. I was told this anecdote only after I had gotten the job. It is to illustrate that well meaning activists had succeeded in creating a climate in which it was assumed that women were less qualified than men (why else the need for special treatment?) and which therefore created a presumption that we were second-rate.

Many letters you have printed expressed scepticism that "non-measurable" factors operate except as a cover for gender-discrimination. The areas in which I have been teaching and researching here for the past 10 years bear little relationship to the work I did

for my PhD. When I was hired here, it required a leap of faith on the part of the search committee that, despite the fact that all my publications were in a different sub-field, I had the skills and interest to be an "excellent" member of this department. Was I "demonstrably" better than the competing candidates? I would hate to have had to justify that to a bureaucratic watchdog.

I would echo the comments of others that the primary difficulty for female academics is not discrimination, but the difficulty of meshing a demanding job with family commitments. Family commitments tend to make women less mobile, decreasing the opportunity of finding an appropriate job, and incidentally making them, once hired, more reluctant to leave even if treated inequitably. Taking a reduced schedule to raise children has very adverse implications for one's research career — one often never catches up. My own solution — two years without sleep in order to carry out both roles — is one I suspect would have little general appeal. Rather than set up a bureaucratic monster which I think would hurt female academics, could we not concentrate our efforts on making career paths more flexible to allow for periods of part-time employment without sacrifice of career opportunities?

Raissa B. Deber
Department of Health Administration

CLASSIFIED

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